**Board of Directors Meeting Minutes**

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| **Location** | **Date** | **Time** | **Format** |
| Zoom | February 26, 2025 | 3:00 p.m. CT | Virtual |

**In Attendance**

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| **Board Members** | | |
| Dave Devine | President | Present |
| Dan Pfeffer | President-Elect | Present |
| Joe Patterson | Immediate Past President | Present |
| Tony Gowell | Northeast Regional Vice-President | Present |
| John McPhail | Central Atlantic Regional Vice-President | Present |
| Tim Doby | Southeast Regional Vice-President | Present |
| Walker Clark | South Regional Vice-President | Present, left at 3:56 p.m. |
| Rodney Cobb | Southwest Regional Vice-President | Present, joined at 3:20 p.m. |
| Darrin Duistermars | Midwest Regional Vice-President | Present |
| Mary Mahoney | Mid-America Regional Vice-President | Present |
| Dick Gulmon | Northern Regional Vice-President | Present |
| Rick Hansen | Northwest Mountain Regional Vice-President | Present |
| Chris Drumm | Pacific Coast Regional Vice-President | Present, joined at 3:25 p.m. |
| Beverly Wiley | Elected At-Large Representative | Present |
| Sandy Searcy | Allied / Affiliated Members | Present |
| Jari Askins | Independent Director | Present |
| Valerie Arioto | Elite Athlete Representative | Absent |
| Ally Carda | Elite Athlete Representative | Present, joined at 3:20 p.m. |
| Aubrey Leach | Elite Athlete Representative | Absent |
| Mike Lewis | Elite Athlete Representative | Absent |
| Blaine Milheim | Elite Athlete Representative | Present, joined at 3:07 p.m. |
| Nick Mullins | Elite Athlete Representative | Present |
| Codi Pannebaker | Elite Athlete Representative | Absent |
| Zac Shaw | Elite Athlete Representative | Absent |
| **Others Present** | | |
| Craig Cress | CEO | Present |
| Cheryl Bond | CFO, Minute Taker | Present |
| Chris Sebren | Chief Sport Development/Performance Officer | Present |
| Allison Flaig | Chief Operating Officer | Present |
| Jay Hedrick | Director of Network Systems | Present |
| Devin Loehrs | Chief Information Officer | Present, joined at 3:13 p.m. |
| Todd Blyleven | Chief Marketing Officer | Absent |
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**Minutes**



1. **Call to Order**

President Devine called the meeting to order at 3:00 p.m. CT.

**Conflicts of Interest**

“Is any member aware of any conflict of interest (that is, of a personal interest or direct or indirect pecuniary interest) in any matter being considered by this meeting, which should now be reported or disclosed or addressed under the USA Softball Conflict of Interest Policy?”

“If a Board member determines there to be a conflict of interest at any point during the course of the meeting when a specific subject is being discussed and / or action is being taken, a declaration of a conflict of interest should be made at this time.”

“This is also a reminder that no confidential information disclosed during this meeting, or while doing any of the business of USA Softball can be used for the benefit of any other entity. “

It was noted that all Commissioners on the Board have an inherent conflict of interest when discussing and voting on the proposed bylaw amendment related to board composition.

1. **Roll Call**

A quorum was determined as noted in the “In Attendance” grid.

1. **Approve the Agenda**

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| **MOTION** | BD | 25-02 | 01 |
| To approve the agenda for the meeting as presented. | | | |
| Moved | Sandy Searcy | Seconded | Tim Doby |
| CARRIED | | | |

1. **Management Reports**

President Devine welcomed Beverly Wiley and Jari Askins to the Board.

CEO Cress presented the December 2024 Production Reports. The adult and umpire report is not final due to late registrations, while JO report is final due to season conversion on September 1. The first 2025 production report will be presented at the April meeting.

CEO Cress noted that the complex will host its first event of the season this weekend.

CEO Cress reported that during the April USOPC meeting, USA Softball will be submitted for renewal of our NGB certification under the designation of Renewal in Good Standing, which is the highest designation.

1. **New Business**

None

1. **Next Board Meeting**

The next meeting is April 23, 2025, via Zoom at 3:00 p.m. CT.

1. **Executive Session**

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| **MOTION** | BD | 25-02 | 02 |
| To enter Executive Session at 3:09 p.m. | | | |
| Moved | Walker Clark | Seconded | Tim Doby |
| CARRIED | | | |

COO Flaig noted that Houston is now seeking Commissioner applicants. COO Flaig also reported that Gary Young in South Dakota submitted his retirement notice. The Association Review Panel reviewed South Dakota and has deemed it a viable association.

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| **MOTION** | BD | 25-02 | 03 |
| To approve the Association Review Panel’s recommendation for South Dakota. | | | |
| Moved | Walker Clark | Seconded | Tim Doby |
| CARRIED | | | |

President Devine reported that Bill Skinner has submitted his retirement in Louisiana effective August 31, 2025. The search for a new commissioner will commence in the near future. Director Patterson contributed to the discussion.

CEO Cress presented rosters for the 2025 Men’s National Teams and the U-23 Junior Men’s National Team as presented by the Selection Committee.

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| **MOTION** | BD | 25-02 | 04 |
| To approve the recommendation of the Selection Committee for the U-23 JMNT and the MNT for 2025. | | | |
| Moved | Walker Clark | Seconded | Sandy Searcy |
| CARRIED – Directors Milheim and Mullins abstained due to a conflict of interest. | | | |

CEO Cress reported that former commissioner Nik Mead has filed bankruptcy and as a result, USA Softball will become a general creditor in that proceeding.

CEO Cress updated the Board on various collection and compliance efforts spearheaded by Kevin Ryan and the equipment committee to collect delinquent bat and ball royalties. To date, all but Bownet have been cooperative in this effort. Due to Bownet’s failure to communicate, we will be discussing our options with legal counsel in the next few weeks.

Director Gulmon and CIO Devin Loehrs presented the recommendations from the Finance Committee and the desire to eliminate the “Paid but Not Approved” category of umpires for umpires in this group at the end of the season.

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| **MOTION** | BD | 25-02 | 05 |
| To approve the recommendation of the Finance Committee. | | | |
| Moved | Rodney Cobb | Seconded | Joe Patterson |
| CARRIED | | | |

Director Drumm discussed the data and analytics related to background checks and SafeSport certification across the various associations. CIO Loehrs presented data for review by the Board related to these categories.

Director Drumm requested an update on utilization of Stripe for payments to/from local associations. CIO Loehrs presented a history of the process for new members and the status of USA Softball’s systems and the integration options.

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| **MOTION** | BD | 25-02 | 06 |
| To direct staff to review previous actions related to implementation of Stripe as a payment processor and the expectations around the process, and report to the Board in April. | | | |
| Moved | Walker Clark | Seconded | Chris Drumm |
| CARRIED | | | |

Director Drumm requested an update on some of Coach Gasso’s comments related to athlete funding and fundraising. CEO Cress reported that USA Softball is beginning the process and has meetings scheduled in the coming weeks with the intent of presenting more information at the April meeting.

Directors Drumm, Mahoney, Cobb and Hansen discussed the difficulties in implementing the new background check provider. USA Softball continues to work through the issues, but the more robust check can take longer in areas that a more paper dependent than areas that utilize more technology. We should see greater efficiencies in year 2 and following as the checks will then just look for changes from the prior year as opposed to a completely new check.

Director Doby presented a request to reduce the bid fees for 2026 Southern Nationals in Florida as there is no LOC supporting this event and the financial commitment is onerous to the individuals trying to organize the event.

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| **MOTION** | BD | 25-02 | 07 |
| To approve the 2025 Budget as presented. | | | |
| Moved | Dick Gulmon | Seconded | Rick Hansen |
| CARRIED | | | |

Director Hansen inquired if other directors had seen increased competition in their area related to youth leagues. Directors Cobb, Doby, Drumm and McPhail contributed to the discussion.

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| **MOTION** | BD | 25-02 | 08 |
| To return to open session at 4:13 p.m. | | | |
| Moved | Mary Mahoney | Seconded | Sandy Searcy |
| CARRIED | | | |

1. **Adjournment**

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| **MOTION** | BD | 25-02 | 09 |
| To adjourn the February 26, 2025, meeting at 4:18 p.m. | | | |
| Moved | Joe Patterson | Seconded | Rick Hansen |
| CARRIED | | | |